

## Postdoctoral Residency Admissions, Support, and Initial Placement Data

Date Program Tables are updated: November 1, 2022

### Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented:	
N/A	

### Postdoctoral Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:
<p>Eventual candidates MUST be graduates of <b>APA-accredited doctoral programs in clinical or counseling psychology</b> and MUST have completed an <b>APA-accredited internship</b>. All requirements for the doctoral degree must be completed prior to the start of the residency year. Persons with a Ph.D. in another area of psychology who meet the APA criteria for respecialization training in Clinical or Counseling Psychology are also eligible.</p> <p>There are several important eligibility requirements for participating in Psychology Training in the VA. Applicants are strongly encouraged to review Eligibility Requirements document linked here prior to applying: <a href="https://www.va.gov/oaa/hpt-eligibility.asp">https://www.va.gov/oaa/hpt-eligibility.asp</a>. The documents linked there provide specific information regarding eligibility requirements and information regarding the process of being appointed to a VA position following the selection process. Employees must be cleared through Human Resources which includes a background check and personnel health requirements (e.g., must have immunization to varicella prior to direct patient care). Although California law allows cannabis use for medical and recreational purposes, it is not allowable within federal settings like the San Francisco VA Health Care System. A drug screen positive for cannabis – even if unintentionally triggered by <b>legal</b> substances with undisclosed THC content, e.g., CBD – or illicit substances may result in dismissal. See the link above for more details on our drug testing policy.</p>

**Describe any other required minimum criteria used to screen applicants:**

Specific details related to eligibility as found at <https://www.va.gov/oaa/hpt-eligibility.asp>:

1. **U.S. citizenship.** VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All fellows must complete a Certification of Citizenship in the United States prior to beginning VA training.
2. **U.S. Social Security Number.** All VA appointees must have a U.S. social security number (SSN) prior to beginning the pre-employment, on-boarding process at the VA.
3. **Selective Service Registration.** Male applicants born after 12/31/1959 must have registered for the Selective Service by age 26 to be eligible for U.S. government employment, including selection as a paid or WOC VA trainee. For additional information about the Selective Service System, and to register or to check your registration status visit <https://www.sss.gov/>. Anyone who was required to register but did not register before the age of 26 will need to apply for a Status Information Letter (SIL) and request a waiver. Waiver requests are rare and will be reviewed on a case-by-case basis. Waiver determinations are made by the VA Office of Human Resources Management and can take six months for a verdict.
4. **Fingerprint Screening and Background Investigation.** All Health Profession Trainees (HPTs) will be fingerprinted and undergo screenings and background investigations. Additional details about the required background checks can be found at the following website: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>.
5. **Drug Testing.** Per Executive Order 12564 the VA strives to be a Drug-Free Workplace. Health Professional Trainees (HPTs) are exempt from drug-testing prior to appointment, however interns are subject to random drug testing throughout the entire VA appointment period. You are required to sign an acknowledgement form stating you are aware of this practice prior to receiving your formal offer of employment. Please note that VA will initiate termination of VA appointment and/or dismissal from VA against any trainee who is found to use illegal drugs on the basis of a verified positive drug test (even if a drug is legal in the state where training) or refuses to be drug tested. Health Profession Trainees will be given the opportunity to justify a positive test result by submitting supplemental medical documentation to a Medical Review Officer when a confirmed positive test could have resulted from legally prescribed medication.
6. **TQCVL.** To streamline on-boarding of HPTs, VHA OAA requires completion of a Trainee Qualifications and Credentials Verification Letter (TQCVL). Following selection and prior to the start of training, the Director of Clinical Training will request the following documents from you to complete the TQCVL. Your VA appointment cannot happen until the TQCVL is submitted and signed by senior leadership from the VA facility. This document requires that you confirm the following health information and required vaccines for healthcare workers:
  - Evidence or self-certification that you are physically and mentally fit to perform the essential functions of the training program
  - Evidence of tuberculosis screening and testing per CDC health care personnel guidelines

- Evidence or self-certification of up-to-date vaccinations for healthcare workers as recommended by the CDC and VA to include: Hepatitis B, MMR (Measles, Mumps, & Rubella), Varicella (Chickenpox), Tdap (Tetanus, Diphtheria, Pertussis), Annual Flu vaccine, and COVID-19 vaccination.

For more information about this document, please visit <https://www.va.gov/OAA/TQCVL>.

- 7. Additional Forms.** Additional pre-employment forms include the Application for Health Professions Trainees (VA 10-2850D) and the Declaration for Federal Employment (OF 306). These documents and others are available online for review at <https://www.va.gov/oaa/app-forms.asp>. Falsifying any answer on these required Federal documents will result in the inability to appoint or immediate dismissal from the training program.
- 8. Proof of Identity per VA.** VA on-boarding requires presentation of two source documents (IDs). Documents must be unexpired and names on both documents must match. For more information visit: [https://www.oit.va.gov/programs/piv/\\_media/docs/IDMatrix.pdf](https://www.oit.va.gov/programs/piv/_media/docs/IDMatrix.pdf)

## Financial and Other Benefit Support for Upcoming Training Year\*

Annual Stipend/Salary for Full-time Residents	\$63,883	
Annual Stipend/Salary for Half-time Residents	N/A	
Program provides access to medical insurance for resident?	Yes	
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	Yes	
Coverage of family member(s) available?	Yes	
Coverage of legally married partner available?	Yes	
Coverage of domestic partner available?		No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	104	
Hours of Annual Paid Sick Leave	104	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	
Other Benefits (please describe): Residents are entitled to all federal holidays. The San Francisco VA Health Care System also offers a public transportation reimbursement program, and paid leave for conferences and other approved educational activities. Maternity/Paternity leave is also available through use of sick leave, annual leave, and then Leave Without Pay (LWOP), with any LWOP hours to be made up at the end of the training year.		

\*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

## Initial Post-Residency Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2019-2022	
Total # of residents who were in the 3 cohorts	37	
Total # of residents who remain in training in the residency program	0	
	PD	EP
Academic teaching		1
Community mental health center		
Consortium		
University Counseling Center		
Hospital/Medical Center		3
Veterans Affairs Health Care System		25
Psychiatric facility		
Correctional facility		
Health maintenance organization		2
School district/system		
Independent practice setting		1
Other		5

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.